

Wyoming Wild Sheep Foundation

Executive Director / CEO

EIN 830264363
 WY · NTEE D300
 FY ending 2024-11-30
 June 9, 2026

This analysis benchmarks the total compensation of **Katie Cheesbrough, Executive Director / CEO** (\$70,417) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

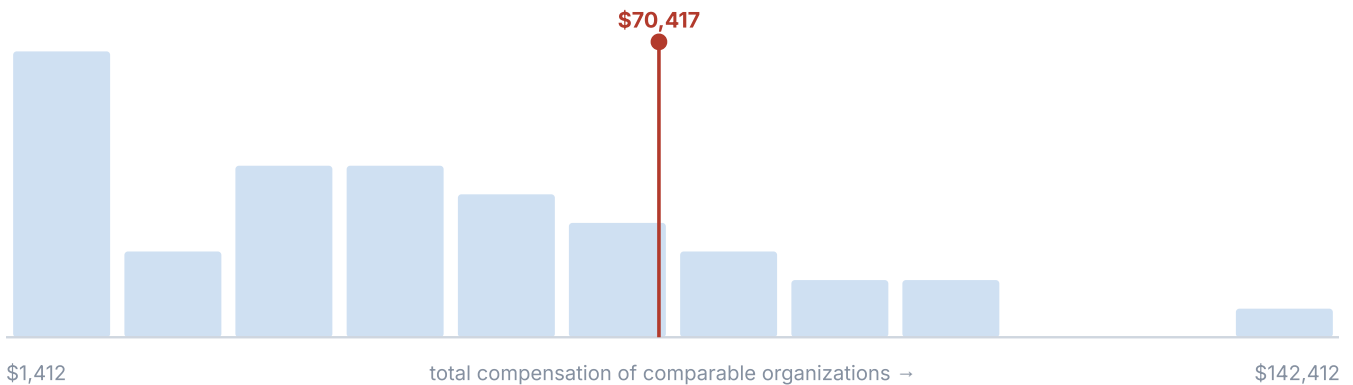
Benchmarked executive: Katie Cheesbrough — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D300).
BUDGET	Total revenue between \$210,014 and \$470,182 — 0.67x to 1.50x the subject's \$313,455 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,767	\$15,354	\$40,978	\$61,976	\$85,184	\$70,417
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to WY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iowa Wildlife Center	IA	\$323,654	Executive Dir.	\$5,000	\$5,264	2023
Idaho Wildlife Federation	ID	\$324,561	Executive Director (Jan-may)	\$44,235	\$43,945	2024
Prairie Wildlife Research Inc	WI	\$298,766	Executive Director	\$76,960	\$75,059	2024
Lower Nehalem Community Trust	OR	\$328,533	Executive Dir.	\$38,232	\$33,156	2024
Philadelphia Metro Wildlife Center Inc	PA	\$297,973	President	\$28,000	\$26,076	2024
Open Door Bird Sanctuary	WI	\$295,913	Executive Director	\$53,228	\$51,913	2024
Orang Utan Republik Foundation Inc	CA	\$295,262	President	\$12,000	\$9,677	2024
Lois E Womer Foundation	NJ	\$290,730	Co-trustee	\$6,893	\$5,747	2024
The Cloud Foundation	CO	\$336,342	Executive Director	\$71,444	\$63,975	2024
Animal Education And Rescue Nfp	IL	\$286,406	President	\$53,879	\$49,466	2024
Global Conservation Force Inc	CA	\$280,841	President	\$54,731	\$44,135	2024
Last Chance Forever	TX	\$271,565	Director	\$30,004	\$28,028	2024
Cougar Fund Inc	WY	\$269,890	Managing Director	\$100,000	\$100,000	2024
Orca Conservancy	WA	\$357,694	Executive Director	\$72,120	\$60,299	2024
Foundation For Western Fish And Wildlife	ID	\$359,233	Executive Director	\$7,693	\$7,642	2024
Beavers Northwest	WA	\$264,826	Executive Director	\$65,006	\$55,957	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Keeper Of The Wild Wildlife Re	SC	\$254,651	Center Mgr	\$25,988	\$26,067	2023
Northern Colorado Wildlife Center	CO	\$380,828	Licensed Wildlife Rehabilitator	\$46,012	\$41,202	2024
Izaak Walton League Of America Inc	IN	\$245,211	Recording Se	\$17,935	\$18,185	2023
Lowcountry Marine Mammal Network	SC	\$243,982	President	\$60,000	\$56,948	2025
Loudoun Wildlife Conservancy	VA	\$393,437	Executive Director (From 06/24)	\$47,874	\$43,167	2024
North Dakota Wildlife Federation	ND	\$231,568	Executive Director	\$70,467	\$72,217	2024
Msrw	MI	\$231,175	Executive Director	\$33,020	\$32,768	2023
Amargosa Land Trust	CA	\$230,137	Executive Director	\$83,615	\$69,418	2023
Arctic Fox Daily Wildlife Rescue Inc	NY	\$230,049	President	\$13,500	\$11,392	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to WY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 42 organizations. Compensation range \$1,412–\$142,412; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$313,455); for reference, expenses \$305,034 and assets \$1,280,935.

ROLE MATCH	Katie Cheesbrough, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	81 st
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	76 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Katie Cheesbrough) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 42 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,417 is reasonable (approximately the 81st percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.